



Combining Talent with Opportunity

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At Berry we have been successfully fulfilling temporary, contract and permanent staffing requirements since our inception in 1997. Key to our success has been an understanding of people and a passion for recruitment. We see ourselves as facilitators of the process, bringing people together and working for the benefit of everyone with whom we deal.

Our specialist Consultants recognise the importance of any recruitment decision and take time to understand individual company requirements. They are trained to ask perceptive questions, listen carefully to your response and establish a clear course of action.

By the same token, our Consultants are attentive to those who are searching for work. They will always

seek to gain in-depth knowledge of their experience, ability, attitude and expectations before offering advice.

We remain very aware that the people we provide are the most important indicator of our service. At Berry we will continue to locate talented individuals and combine them with entirely suitable opportunities.



"The people who you put forward to me were exactly what I was looking for- you assessed our needs perfectly"

Peter Nelson, ITT Solutions Limited.

"...you were as determined to find me a job as I was myself"

Simon Dunand, Berkeley Homes.



A Specialist Office Service



Since its inception, Berry Recruitment has provided a dedicated recruitment service within key sectors. Our Consultants can call upon a wealth of related experience and are adept at combining talented people with the right temporary, contract and permanent opportunities. We pride ourselves on the quality of our service and this is evident within each sector in which we operate.



There is more to recruitment than simply matching skills with available positions. It is essential to understand the reasons behind the requirement and the people behind the skills. For this reason our **Office Recruitment Service** has been established to provide individual, professional and highly involved recruitment support to a variety of organisations. We believe that by developing a detailed knowledge of customer needs we can achieve the results they both desire and deserve.

We provide our client companies with a range of sought after office staff from P.A's and Secretaries through to Sales and Accounts staff and Call Centre Advisors. Whatever the requirement and whatever its nature our attitude is the same: we are fully committed to its successful fulfilment.

This commitment will be evident whenever you speak to our Office Consultants. They will take time to understand your particular needs and will work with care and well directed energy on your behalf. Above all they will seek to develop a relationship based on openness and trust.

When you contact Berry with a requirement our Consultants will assess how they may be of assistance and offer an honest appraisal of the situation. They will then formulate an agreed recruitment plan in partnership with you. Through this they will commit to a range of measures including specific selection procedures, guaranteed response times and post assignment (or placement) quality checks.

Subsequently our Consultants will

seek to present people who suit your requirement in practice as well as on paper. Their hard skills will be thoroughly checked (via our testing and training software) but equal attention will be given to their personalities and career aspirations. Our aim is to provide people who blend seamlessly into your organisation.

The success rate of our service is extremely high, as our existing customers will testify. However recruitment will never be a totally precise science and our Terms of Business take account of this. We would particularly draw your attention to our Temporary to Permanent Incentive* and our year long Rebate Scale* for permanent placements.

At Berry we understand that every new recruitment situation is unique and have developed our Office Recruitment Service accordingly. We would be happy to discuss our service in more detail and how our people focused approach could be of benefit to you.

*See Berry Terms and Conditions of Business for full details.

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A Specialist Industrial Service



Since its inception, Berry Recruitment has provided a dedicated recruitment service within key sectors. Our Consultants can call upon a wealth of related experience and are adept at combining talented people with the right temporary, contract and permanent opportunities. We pride ourselves on the quality of our service and this is evident within each sector in which we operate.



The Industrial sector is possibly the most competitive area of modern commerce and it seems manufacturers and distributors must become ever more efficient to survive. In the current climate time and resources can be scarce and it is important that managers source support staff wisely. We recognise this at Berry and believe that, through our **Industrial Recruitment Service**, we can offer practical and extremely effective solutions to our customers.

A range of U.K. companies use our service. We source industrial and driving staff for one-off bookings or complete recruitment drives and normally work with clients on an on-going basis. Essentially our aim is to provide dedicated, high quality support that generates a positive reaction from all our customers.

This is always evident in our dealings with company representatives. Whenever our service is required we take time to understand your needs and then commit ourselves to exceeding your expectations. We can provide a quick response to any inquiry (a contact number is provided 24 hours a day) but place our emphasis on customer satisfaction and the long-term quality of our support.

This is also evident in our dealings with people who seek work. Through advertising and customer referrals we are continuously building a large database of skilled, semi-skilled and unskilled workers.

Each worker is carefully interviewed such that we understand their aims and abilities and they then receive our on-going support. In the event

of a suitable assignment arising, they will be fully briefed and advised of client requirements and expectations. Consequently we expect them to arrive on site in good time, suitably presented and keen to work to the best of their abilities.

At Berry we believe we have established a service that is respected by the companies we deal with and the people we supply. We also feel it is realistically priced and our Temporary Rates* and Temporary to Permanent Incentive** particularly reflect this.

Our specialist Consultants can provide you with further details of our service as well as existing customer testimonials. They will also be glad to discuss your particular situation in more detail and make some sensible suggestions. Whatever your requirement you can be sure that choosing the Berry Industrial Recruitment Service will prove to be a wise decision.

*Available on request

**See Berry Terms and Conditions of Business for full details.

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A Specialist Catering and Leisure Service



Since its inception, Berry Recruitment has provided a dedicated recruitment service within key sectors. Our Consultants can call upon a wealth of related experience and are adept at combining talented people with the right temporary, contract and permanent opportunities. We pride ourselves on the quality of our service and this is evident within each sector in which we operate.



Catering and Leisure industry professionals are confronted by a demanding work environment as well as often unpredictable staffing requirements. For this reason our **Catering and Leisure Recruitment Service** is geared towards locating reliable support staff and providing extremely responsive support. By maintaining a totally dependable outsource solution we aim to ease in some way the demands our client companies face.

The ability to sustain an available pool of temporary workers and permanent job seekers is essential to our success. A range of organisations call on our service from large Leisure and Contract Catering companies to far smaller concerns and so we are constantly seeking new people. Furthermore, because we appreciate the seasonal nature of the sector we always plan for future requirements. This means, for example, that we can provide high volume support at short notice with the minimum of fuss.

When you initially contact Berry an expert Consultant will assess your situation as well as how he or she may be of immediate assistance. We can provide you with an extremely rapid response and a 24-hour contact number is available to aid this. A member of our team will also arrange to visit your organisation: we always establish a thorough understanding of your requirements when providing staff.

The people we then supply will be carefully assessed in line with your expectations. We are particularly mindful of their attitude and their experience and this is apparent through our detailed

interview and checking procedures. We also provide them with extensive pre-assignment briefings and can even formulate in-house training and induction programmes. Our intention is that each person we supply arrives at your premises with a full understanding of his or her task and fully prepared to assist you.

Once an assignment has commenced we will contact you at regular intervals as part of our quality control procedure. We encourage feedback and remain flexible if your requirements change. Our aim is to work in partnership with all our customers and to continuously improve the quality of our service.

At Berry we believe our Catering and Leisure Recruitment Service offers high quality, dependable support to clients in an often hectic and pressurised environment. We hope that you put our claims to the test and will be happy to explain our service and reasonable charge rates* in more detail.

*See Berry Temporary Rates and Terms and Conditions of Business for full details.

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A Specialist Driving Service



Since its inception, Berry Recruitment has provided a dedicated recruitment service within key sectors. Our Consultants can call upon a wealth of related experience and are adept at combining talented people with the right temporary, contract and permanent opportunities. We pride ourselves on the quality of our service and this is evident within each sector in which we operate.



The importance of reliability cannot be overstated in the transport sector. There is little more frustrating for a business owner or transport manager than watching a fully loaded vehicle sitting driverless on the premises. Yet the task of finding those precious skilled and vetted staff at short notice can prove to be extremely difficult. We understand this at Berry Recruitment and have developed a **Driving Recruitment Service** focussed on finding the right people for clients again and again.

We believe the success of our service stems from the Driving Recruitment Consultants that we employ. Our Consultants are often from a logistics background and are always trained to the highest standards. This means that, whatever the nature of your requirement, we will be able to put our knowledge to good use. Plus it means that we understand how to find good drivers quickly and how to work with them.

We are proud of the relationships we form with our drivers. We value their service and take time to hear their concerns. In return we find that they are loyal to us and help us find new drivers via recommendation. We expect high standards in terms of appearance and performance and are very diligent in checking references, the legal right to drive and road transport knowledge. Yet above all we achieve success by treating drivers in a fair and professional manner.

We are equally proud of the relationships we form with transport sector clients. We know that honesty is the only policy and we will always tell you if we need to recruit for a position. The reality, however, is that we can call upon

our extensive driver database twenty four hours a day and we frequently surpass client expectations where our competitors fail. Furthermore our understanding of the sector and of individual requirements ensures repeat business. We recognise that every client is unique and that, in transport, the ability to deliver will always be paramount.

We would be delighted to discuss further how our professional but affordable driving solutions could benefit you. Alternatively you are welcome to speak to our existing clients for an impartial opinion. In a sector where reliability is crucial you will find that the Berry Driving Recruitment Service inspires confidence and a total sense of trust.

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A Specialist Care Service



Since its inception, Berry Recruitment has provided a dedicated recruitment service within key sectors. Our Consultants can call upon a wealth of related experience and are adept at combining talented people with the right temporary, contract and permanent opportunities. We pride ourselves on the quality of our service and this is evident within each sector in which we operate.



The primary aim of our Care Recruitment Service is to provide clients with responsible and reliable support whenever we are called upon. We understand the sensitive nature of the Care sector and take great care over the staff we supply. Yet we are also conscious of the need to deliver flexible and cost effective solutions whilst maintaining our service quality.

Berry provides a range of Care (as well as Catering) support staff to national organisations and individual Care Homes. We deal with homes that care for the elderly, the homeless, refugees, victims of domestic violence and those with physical or learning disabilities. Whether a requirement is short or long term, for day work, sleepovers or waking nights we are committed to finding people who precisely suit each client.

You will find that our commitment is evident from the time of your first conversation with one of our specialist Care Consultants. He or she will seek to closely understand your needs and your working environment and will formulate a recruitment plan with you. This plan can relate to a single booking or a number of openings and can, for example involve a detailed advertising programme, in-depth applicant screening and tailored induction procedures.

At Berry we are mindful of our duty to promote Equal Opportunities whilst contributing to a secure Care environment. Therefore, during our initial interview, we assess each applicant's capabilities in an unbiased manner and rigorously check references and certification. We also highlight our own expectations and all applicants abide by our Care Code of Conduct. Anyone who is then sent on assignment will be fully briefed and prepared.

Once an assignment has begun our Consultants will regularly check on its progress and your level of satisfaction. We work in a spirit of partnership with our clients and welcome your feedback throughout our relationship. Our lines are open 24 hours a day so you can always expect a responsive service.

Our expert Consultants will be delighted to explain our Care Recruitment Service in more detail or to provide you with existing client references. We hope to be of assistance in the future: whatever your inquiry, you can rest assured that we will work in your best interests and in the interests of the people you care for.

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